

Office of the Inspector General, Department of Defense

Project No. 2001C002

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Evaluation of Installation-level Training Standards for Civilian Police Officers (GS-0083) and Security Guards (GS-0085) in the Department of Defense

Executive Summary

Introduction. As of October 31, 2001, the Department of Defense (DoD) employed over 5,500 civilian police officers and security guards at 157 separate agencies, installations, or activities, and the numbers were increasing. Unlike most significant functional areas, the Department has not assigned overall responsibility for the general law enforcement function to an office within the Office of the Secretary of Defense (OSD). Individual DoD components establish and maintain their own training, and practices vary widely across the Department.

Objectives. Our primary objective was to determine whether DoD should standardize training for its civilian law enforcement personnel, including whether current training ensures the knowledge and expertise needed to:

- perform essential law enforcement and security functions; and
- respond to major threats and emergencies.

Results. We found that training for civilian police officers and security guards in DoD will continue to vary widely and not ensure that individuals possess the core competences needed for their jobs, including the ability to respond to major threats and emergencies. We identified a similar condition with respect to their physical fitness requirements.

Summary of Recommendations. We recommended that the Under Secretary of Defense (Personnel and Readiness) (USD(P&R)) be given overall responsibility and then work with DoD components to determine whether DoD should: (1) follow the Model Minimum Standards for training adopted for the law enforcement profession; or (2) require civilian GS-0083 Police Officers and GS-0085 Security Guards to complete a military training program for law enforcement personnel. Additional recommendations address training equivalency/skill competency, training sources, supplementing core training for unique mission needs, preparing civilian law enforcement personnel for major threats and emergencies, and physical fitness requirements.

Management Comments. On August 28, 2002, we distributed this report in draft form. We received comments from Navy, Air Force, Defense Logistics Agency, National Imagery and Mapping Agency, National Security Agency, Pentagon Force Protection Agency (for the Washington Headquarters Services), and Army Reserve (see Appendix N).¹ The comments agreed that DoD needs standard, core training for civilian law enforcement personnel. USD(P&R) and Army, although agreeing with the need for standardization, did not reach internal consensus on our recommendations and did not

¹ Defense Contract Management Agency, Defense Intelligence Agency, and Defense Information Systems Agency, notified us that they did not have comments on the draft report.

complete their comments in time for inclusion in the final report. They will have the opportunity to finalize their positions in responding to the final report.

During informal discussions, USD(P&R) representatives agreed that they should be involved with establishing the standard training, but after the “functionals” determine the requirements. We continue to believe that USD(P&R) should assume responsibility for overseeing and guiding the requirements determination, as well as the establishment and implementation. As indicated in the report, USD(P&R) could use a lead or executive agency for this purpose. Due to its previous efforts in this area, we believe the Army would be a good candidate for the lead or executive agency role. Accordingly, we have continued our recommendations from the draft report.